

United States Army Sergeants Major Academy


Fort Bliss, Texas



stop & return



History

1960's

- 1 First discussions about establishing a multi-level NCO education system



- 3 July 1967 - Enlisted grade structure study proposes educational system which becomes NCO Education System (NCOES)

- 5 May 1971 - First basic-level courses offered in NCOES



- 7 January 1973 - Sergeants Major Course (SMC) Class One begins as six-month course; ULTIMA Spouses' Association forms

- 2 1964, 1965, 1966, 1970 - Various plans for "Senior NCO Academy" shelved



- 4 February 1969 - Gen. Bruce Palmer, Jr., Vice-Chief of Staff of the Army, approves NCOES concept

- 6 July 1972 - U.S. Army Sergeants Major Academy (USASMA) established at Biggs Army Airfield, Fort Bliss, Texas



- 8 August 1974 - First nonresident SMC class begins

1970



History

1980

10 October 1981 - First Sergeant Course (FSC) inaugurated at USASMA

11 July 1982 - USASMA becomes proponent for Primary Leadership Development Course (PLDC); courses taught worldwide



14 January 1986 - First international students attend SMC

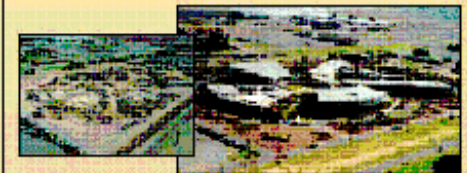
16 August 1988 - First Personnel and Logistics Course (P&LC) starts

9 June 1981 - NCO Museum opens on Biggs Field near Academy; USASMA becomes proponent for Advanced NCO Course (ANCOC) common core portion; courses taught worldwide



13 January 1986 - Operations and Intelligence Course (O&IC) starts at USASMA

12 October 1984 - USASMA becomes the proponent for common core portion of Basic NCO Course (BNCOC); courses taught worldwide



15 August 1987 - New Academy building complex completed

1987



History

1988

1995

17 1988-1989 - USASMA hosts NCO Leader Development Task Force (NCOLD-TF)

19 January 1991 - O&IC and P&LC combined; first Battle Staff Course (BSC) begins

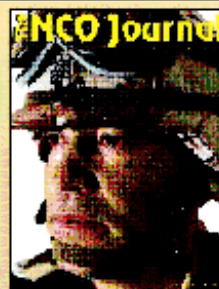
21 March 1995 - First Video Tele-training (VTT) of PLDC Course taught from USASMA to students in the Sinai



18 May 1989 - Command Sergeants Major Course (CSMC) inaugurated



20 January 1991 - USASMA publishes first issue of the NCO Journal



22 August 1995 - First nine-month SMC class begins



1990



History

1996

23 August 1996 - Distance Learning (DL) mode for BSC inaugurated



25 October 1998 - BSC first offered in DL mode

27 October 2001 - First offering of Total Army Training System (TATS) version of FSC



24 June 1997 - Academy staff dedicates new classroom wing

26 January 2001 - Academy hosts first SMA nominative command sergeant major conference



Today



October 2003

USASMA Command Brief

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Mission

**The United States Army
Sergeants Major Academy
serves as the Army's Executive Agent
for Noncommissioned Officer education
and ensures quality training,
education, and
professional development for the
Noncommissioned Officer Corps.**



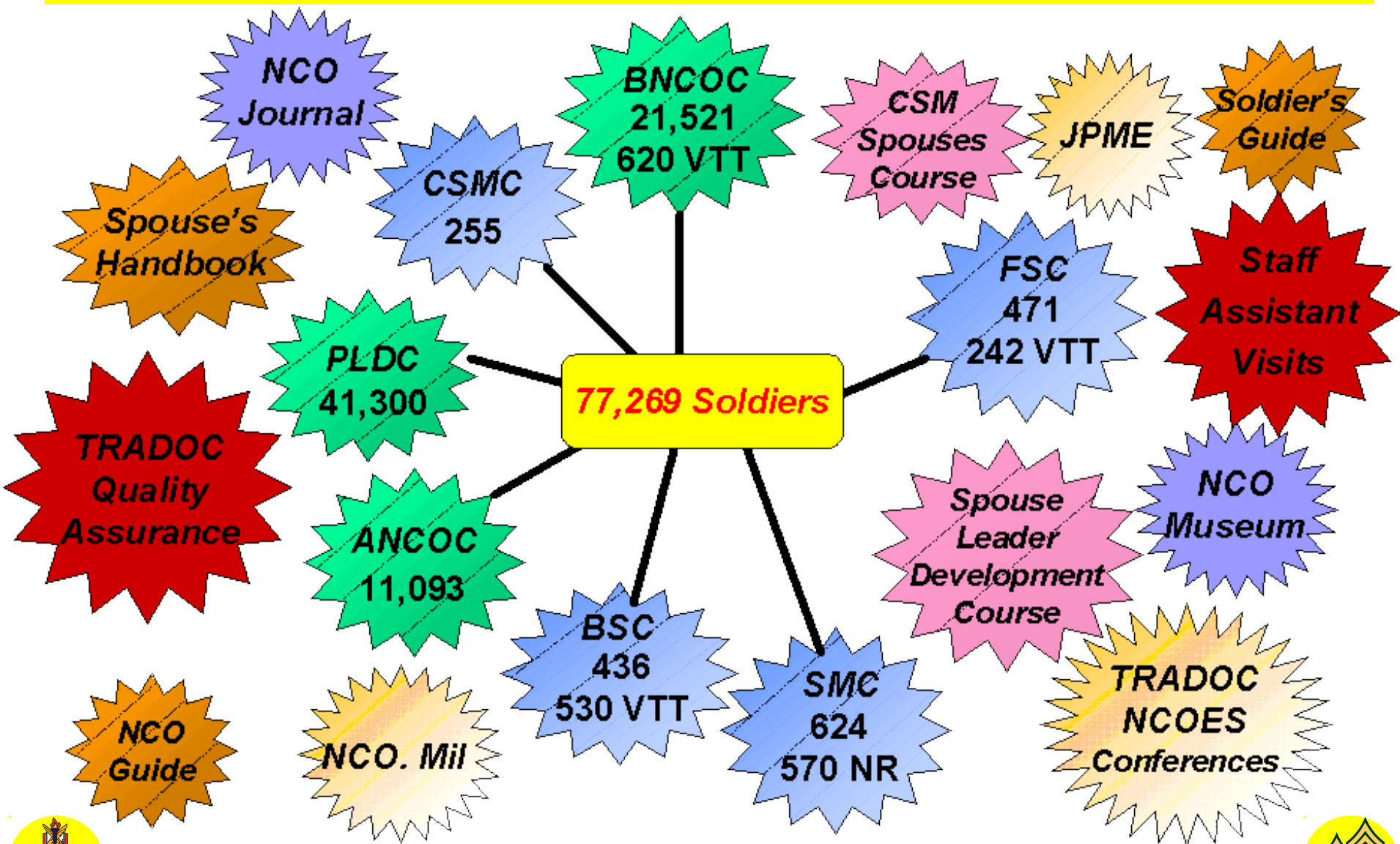
Vision

- **An Institution of Excellence that:**

- *Provides focused & tailored instruction by a certified and accredited cadre of Subject Matter Experts who reinforce the heritage, values, and traditions of the NCO Corps, instilling a commitment to life-long learning*
- *Mandates relevancy within all its educational courses and products that rapidly adapt to changes in the Contemporary Operational Environment*
- *Incorporates a fully digitized educational infrastructure that provides direct access to the virtual educational arena*



Overview



NCOES Goal

Build
Competent & Confident
NCOs
For the Future



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NCO Education System

Linked to
Promotion



Sergeants
Major
Course
(18-20 Years)



Advanced
NCO
Course
(12-14 Years)



Basic
NCO
Course
(6-8 Years)

Primary
Leadership
Development
Course
(3-4 Years)



Progressive
and Sequential



Functional Courses

Provide the Right Education
at the Right Time
at the Right Place
to the Right Soldier



**Command
Sergeants
Major Course
(Bn or Higher
Enlisted Advisor)**



**First
Sergeant
Course
(Company 1SG)**



**Battle Staff
NCO Course
(HQ, Bn or
Higher Staff)**



Organization



Commandant
 Assistant Commandant
 Command Sergeant Major
 Unit Ministry Team
 Reserve Component Advisor
 Health Promotion Office
 Property Book Officer



Director
 Academic Records
 S1 Personnel
 Learning Resource Ctr
 Education Office
 Public Affairs &
 NCO Journal
 NCO Museum
 Historian

Commander
 S3 Operations
 S2 Security
 Lecture Ctr
 Staff/Faculty
 Development
 Facilities Engineer
 Test Control
 Protocol

Director
 Deputy
 Analysis
 Futures
 Curriculum Design
 & Development
 Course
 Management
 Strategic Planning

Director
 Deputy
 Evaluators

Commander
 Executive Officer
 International Military
 Student Office

Officer	4
CSM	4
Enlisted	211
Civilian	40
Total	258

Commander
 Ch Instr
 Sr Tr
 Sr Instr, Leadership
 Sr Instr, Resource Mgmt
 Sr Instr, Military Ops
 Ch Instr, Nonresident



Commander
 Ch Instr, BSC
 Sr Instr, BSC
 Sr Instr, BSCVTT
 Ch Instr, FSC
 Sr Instr, FSC
 Sr Instr, FSC VTT



Mission Core Task

**Analyze, design, develop, and maintain
Program of Instruction and lesson
material for:**

- **Primary Leadership
Development Course**
- **NCO Course Common Core
Training for:**
 - **Basic NCO Course**
 - **Advanced NCO Course**



Mission Core Task

Analyze, design, develop, **conduct, and maintain Program of Instruction and lesson material for:**

- Command Sergeants Major Course
- Command Sergeants Major Spouses Seminar
- Sergeants Major Course (Resident and Nonresident)
- Spouses Leader Development Course
- First Sergeants Course (Resident and VTT)
- Battle Staff NCO Course (Resident and VTT)



Mission Core Task

- **Accredit all NCO Academies worldwide**
- **Develop future strategies for NCOES training**
- **Operate & maintain the Museum of the NCO**
- **Publish the NCO Journal**



Training & Doctrine

As TRADOC's Executive Agent for NCOES, the Directorate of Training & Doctrine:

- Revises Curricula
- Conducts Pilot Courses
- Implements Changes to Training
- Develops and maintains 10 Programs of Instruction containing 473 Training Support Packages totaling 3228 academic hours
- Covers the entire NCO strength of the Army conducted as Distributive Learning, Resident Training, and Video Tele-Training



Training & Doctrine

- **Analyzes, prepares, and maintains the Enlisted Common Soldier Task list vertically aligned for the entire Enlisted Force and horizontally aligned with the Warrant Officer and Officer Force**
- **Develops NCO training strategies and initiatives for Army and TRADOC policies**
- **Develops training strategies for emerging doctrine that satisfy the Contemporary Operational Environment**
- **Proponent for NCO & Soldiers Guides**



Quality Assurance

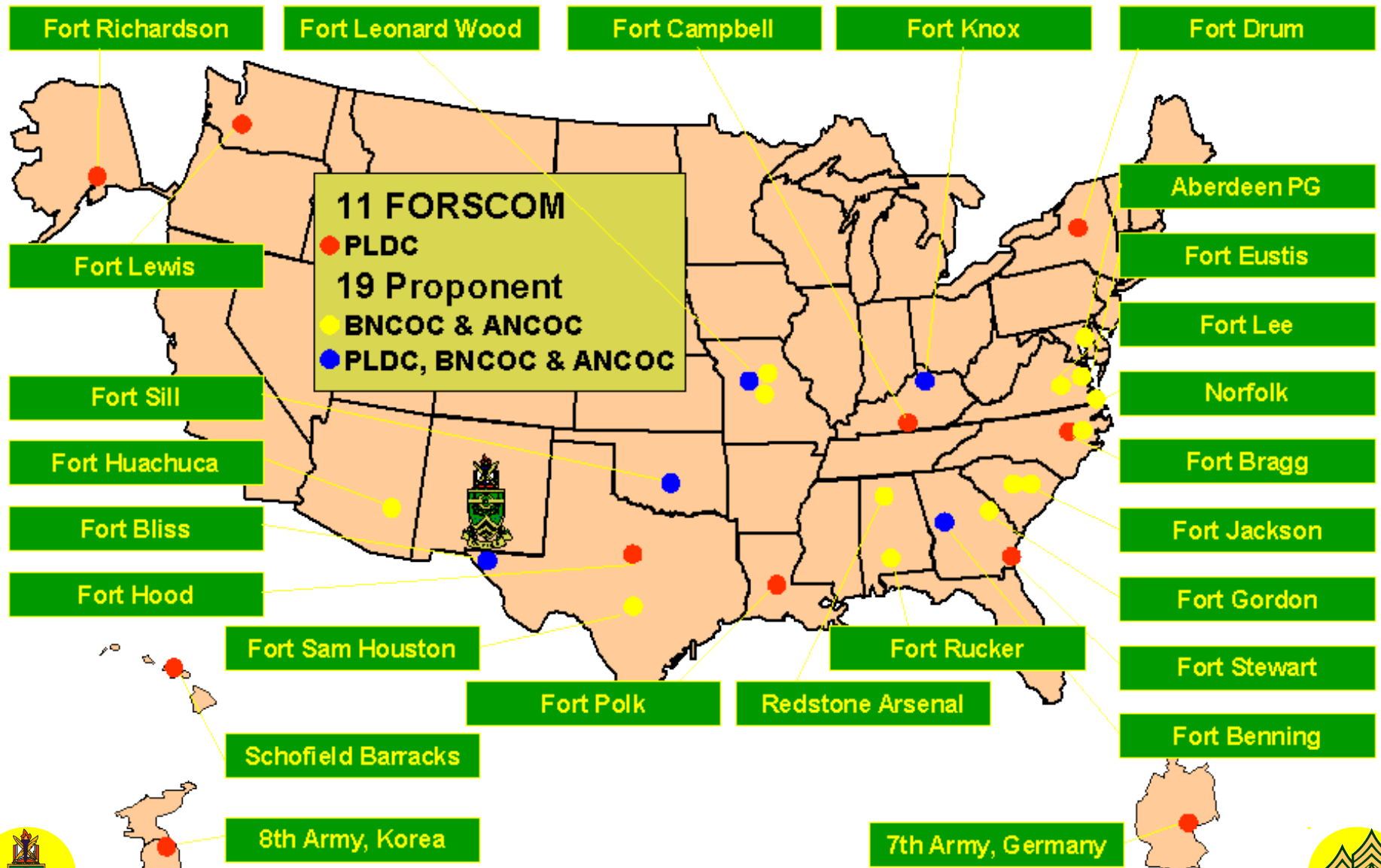
**The Quality Assurance Office is the
“Eyes & Ears”**

of Quality NCOES Training Programs

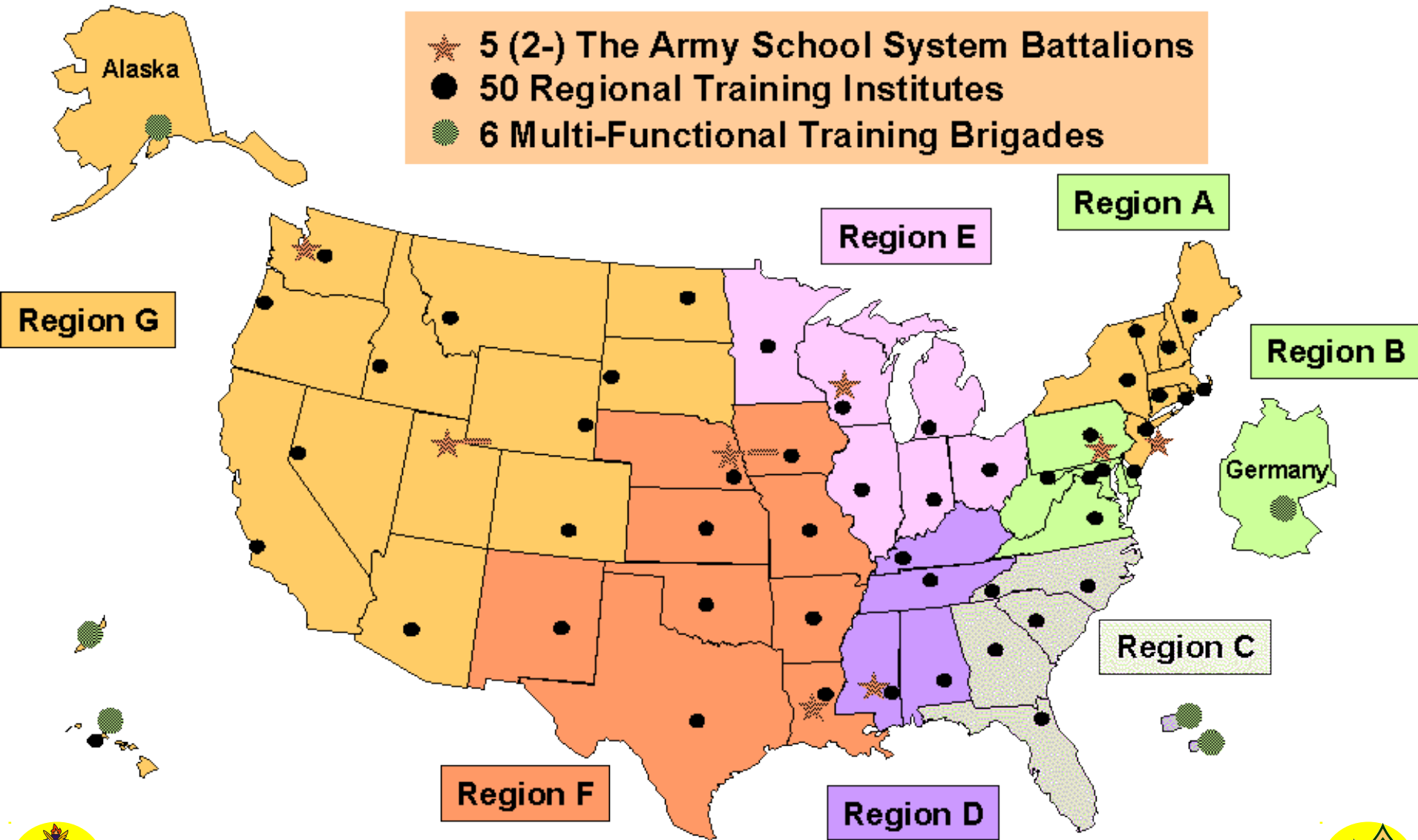
- **Conducts systematic and continuous assessment and feedback**
- **Provides assistance**
- **Annually accredits 32 of the 97 NCO Academies world-wide**
- **Annually Certifies 3500+ NCOES Instructors**



A/C NCOAs



R/C NCOAs



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Sergeants Major Course

- One Course per year (August - May)
- Leadership
- Resource Management
- Military Operations
- College Electives
- Battle Staff Training
- Health Promotions
- Team Building
- Leader Development
- Fitness Fundamentals
- Professional Development
- National Military Strategy
- Logistics
- Training Management
- Warfighting Skills
- Exams/Evaluations
- Exercises



Class 53 Demographics

• Active Army	511	• Average Age	41
• Army Reserve	64	• Average Years Svc	20
• National Guard	13	• Doctorate	0
• Air Force	2	• Masters Degree	41
• Navy	3	• Bachelors Degree	109
• Coast Guard	2	• Associates Degree	153
• International	34	• Accompanied	331
Total	630	• Geographical Bachelors	222
		• Bonafide Bachelors	77
		• Females	68
		• Nonpromotable	406



Class 53 Int'l Fellows



Canada



Croatia (3)



Italy



Poland (2)



Netherlands



Taiwan



Trinidad
& Tobago



*Macedonia



*Hungary (3)



Switzerland



*Slovakia (2)



Singapore (2)



Argentina



Romania (2)



S. Korea

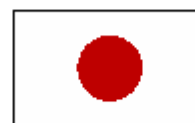


Columbia



Zambia

*First Time



Japan (2)



Guyana



Namibia



South Africa



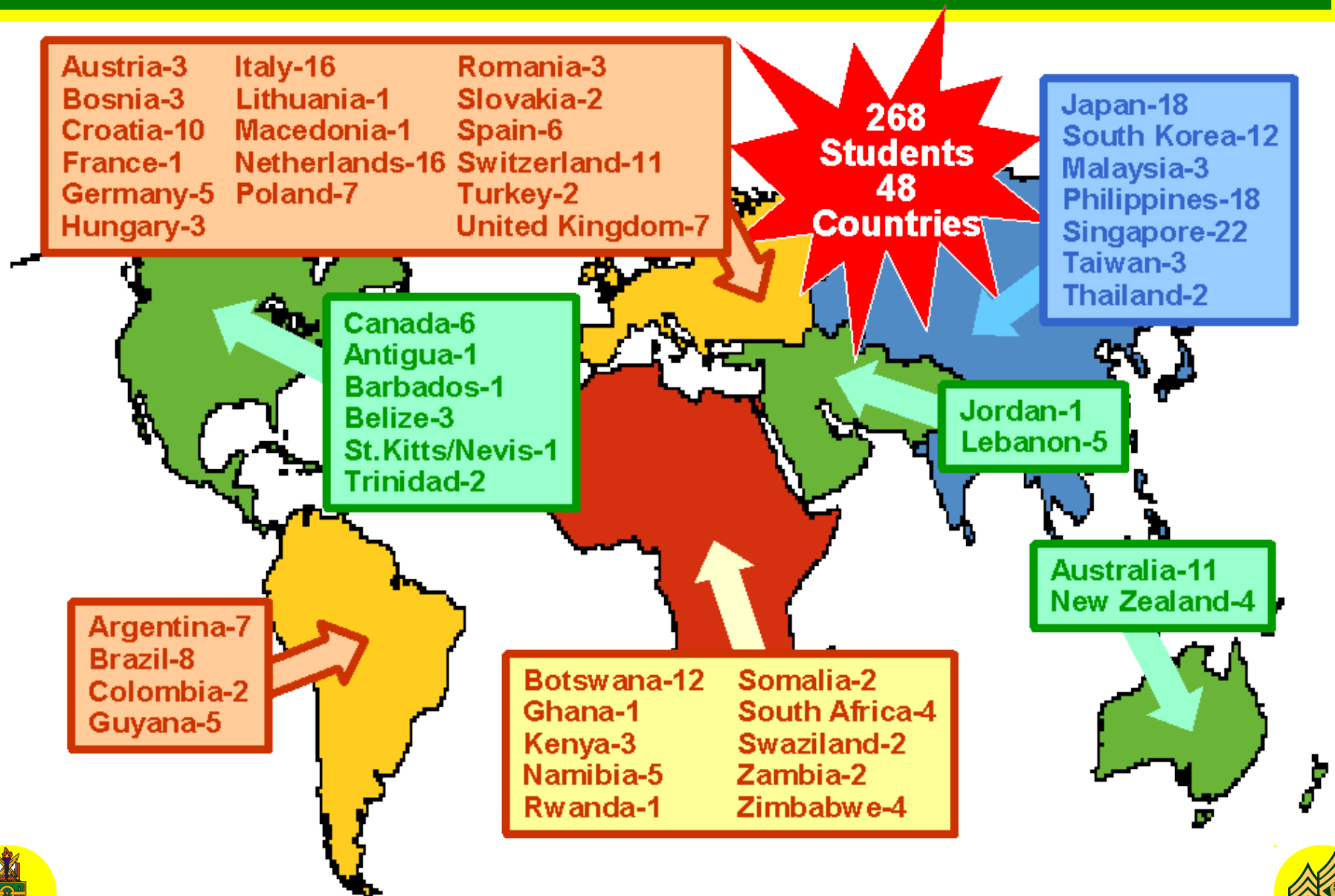
Australia



Philippines



International Fellows



Exchange Instructors



Community Service

- **Girl Scouts** **102 hrs**
 - **Rio Grande Council of Government** **65 hrs**
 - **Humane Society** **206 hrs**
 - **US Border Patrol** **144 hrs**
 - **VA Hospital** **930 hrs**
 - **Prison Ministry** **227 hrs**
 - **American Red Cross** **387 hrs**
 - **Fort Bliss Youth Services** **220 hrs**
 - **Veterans of Foreign Wars** **200 hrs**
 - **Park University** **420 hrs**
 - **El Paso Zoo** **267 hrs**
- Total 5668 hrs**



School Mentoring

• Austin High School	132 hrs
• Bel Air High School	25 hrs
• Burges High School	39 hrs
• Chapen High School	341 hrs
• Eastwood High School	21 hrs
• Lawton High School	108 hrs
• Bassett Middle School	357 hrs
• Ross Middle School	157 hrs
• Fort Bliss Elementary School	234 hrs
• L.A. Nixon Elementary School	153 hrs
• Logan Heights Elementary School	43 hrs
• Milam Elementary School	126 hrs
• Whitaker Elementary School	104 hrs
• EP Independent School District	52 hrs

25% Students
7500 hrs

Total
1847 hrs



Sergeants Major Nonresident

- One course per year
- Class 27 - 30 in Session
- Students 1700 +
- 1 or 2 year schedule
- 6 nonresident modules
- 2 week resident phase
- Military Studies
- Leadership
- Resource Management
- National Security Affairs
- Oral Presentations
- Written and Research
- Assignments
- Guest Speakers
- Exams



Spouse Programs

Command Sergeant Major Spouse Seminar

Prepares Spouses of CSMs to support unit readiness by providing awareness and skills they needed to make a contribution to a positive environment of family, unit, and community.

Spouse Leadership Development Course

Develops self-awareness, group dynamics, communication skills, stress management techniques, and crisis intervention procedures of Senior NCOs' Spouses to support unit readiness.



Spouse Programs

Family Readiness Group

Provides moral support to family members, soldiers, civilians, and military units during periods of normal military life and military crisis.

- Helps families become self-sufficient and feel that they are an integral part of the Army***
- Reduces soldier and family stress***
- Provides information for family, unit, and community***
- Promotes use of community resources***



Unit Ministry Team

USASMA Ethics Instructor

- **Ethics and Suicide Prevention Instruction and Instructor Certification**
- **Input to NCOES Ethics and Suicide Prevention Curriculum**
- **Extension Studies Ethics, World Religions Courses**

USASMA Chaplain

- **Pastoral Support for students, faculty, and family members**
- **Family and Soldier Retreats**
- **Bionic Lunches**
- **Community Programs and School Ceremonies**

Senior Pastor Biggs Chapel (Post-Wide Chaplain Support)

- **Protestant Service with Sunday School and Youth Program**
- **Maintain Biggs Chapel, Annex, and Grounds**
- **Annex supports Community Groups and Events**



NCO Journal

**Professional publication for
Noncommissioned Officers of the U.S. Army**

MISSION: Provide a Forum for the open exchange of ideas and information, to support training, education, and development of the NCO Corps and to foster a closer bond among its members.

- *Articles submitted from NCOs worldwide*
- *Published Quarterly*



NCO Museum

***Mission: To preserve, depict, and interpret the
history of the U.S. Army
Noncommissioned Officer***

- **Opened 1981; New wing dedicated 1991**
- **Last certified in 2000**
- **Two professional staff members**
- **Included in Programs of Instruction for Sergeant Major and First Sergeant Courses**
- **Provides tours for Fort Bliss NCO Academy, Junior ROTC, and NCO Professional Development**
- **Virtual tour on USASMA web site**
- **Continual expansion of new exhibits**



Initiatives

- **Move Museum of the NCO onto Academy Campus**
- **Pilot/Validate redesigned NCOES Courses**
- **Improve MWR and AAFES Facilities**
- **Build New Chapel**
- **Complete housing for all eligible students**
- **Construct 500 additional parking spaces**
- **Put emergency telephones along desert running trails**
- **Construct indoor aquatic training facility**
- **Establish a Leader Reaction/Confidence Course**
- **Designate USASMA as a DANTES Test Site**

